

Gender Pay Gap Report 2020- Costcutter Supermarkets Group

Costcutter is part of Costcutter Supermarkets Group (CSG), consisting of Costcutter, Mace, Supershop, and Simply Fresh, throughout the UK and Republic of Ireland.

Having been acquired by Bestway Wholesale in 2021, CSG now operates under Bestway's retail division.

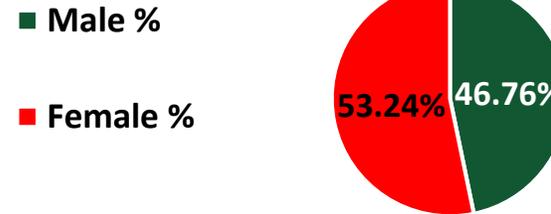
This report shows our Gender Pay Gap report for 2020, in line with our statutory requirement, and identifies the difference in **average** pay between men and women - including bonus payments.

The mean gender pay gap is the difference between the average hourly earnings of males and females.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of males and females.

It takes all pay rates in order from lowest to highest, and picks the mid pay rate for men and women, which are then compared.

Gender Split in CSG



This report represents 494 full pay relevant colleagues whose salary was taken from a snapshot on 5th April 2020

CSG have a broadly balanced gender split (46.76% male v 53.24% female). There is a split of 51% of Store colleagues to 49% of Support Centre colleagues. Store roles generally sit within our lower and lower middle quartile pay. These roles are predominantly filled by females (68% v 32% of males), this has a significant impact on the mean and median pay gap. Our gender pay gap is in line with expectations and also reflects that of many other retailers.

Pay Gap	2019	2020
Mean	42.52%	34.52%
Median	39.07%	36.03%

I am pleased to see overall improvement to our gender pay gap 2019 to 2020. We are committed to seek ways to further improve this during 2021 wherever possible, as we acknowledge that there is further progress to be made. We are already scoping a number of initiatives, which we hope will evidence a further reduction of the gender pay gap in future reports. As an organisation we aim to manage our pay in a fair and equitable manner and utilise the opportunities arising from the gender pay gap reporting to support this. I can confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Bonus

79.34%
Mean Bonus Gap

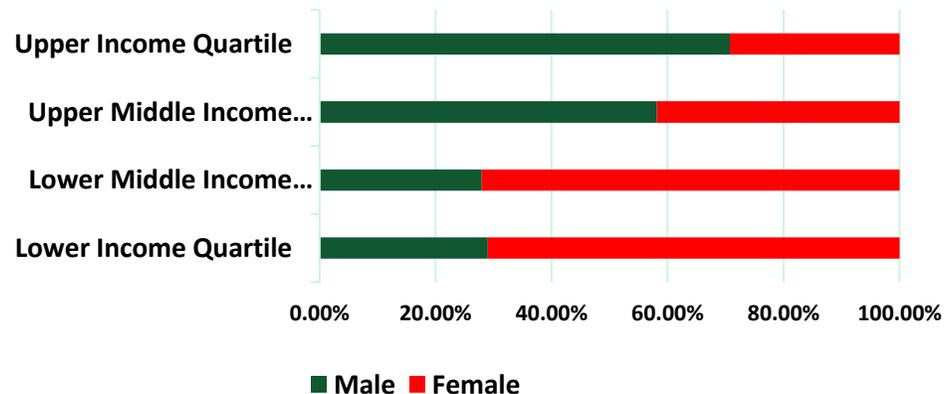
48.93%
Median Bonus Gap

46.91%
Males receiving bonus

20.95%
Females receiving bonus

The majority of those eligible to receive a bonus were based in our Support Centre of which 62% are male & 38% female. A small proportion (8.7%) of store colleagues are eligible to receive a bonus with store teams being largely female dominated (68%F v 32%M). Bonus schemes are under a wider review for 2021. Furthermore, as the Support Centre population is mainly male, we will seek out ways to ensure that we become the employer of choice for both male and female workers.

% Male and female ratio per quartile pay band



Dawood Pervez
Managing Director,
Bestway Wholesale

